

### Class Concept

Work in this class involves the statewide enforcement of game, fish, and boating laws and regulations and federal laws as directed in the MOU with the USFWS. On lands owned or leased by the agency, Wildlife Law Enforcement Officers have extended law enforcement and investigatory responsibilities. During a state of emergency, Wildlife Law Enforcement Officers and equipment are directed toward unified emergency operations. Law Enforcement Managers manage and monitor district- or state-wide programs and are ultimately responsible for the operations and results of their district or program. The Captain promulgates agency directives and strategic goals throughout the work area. The Captain of Training Operations ensures training is provided and standards are met for the entire enforcement division. This includes training for new recruits in the WBLET academy or other training as required. This also includes in-service training required for law enforcement certification. Law Enforcement Managers maintain relationships with state and local law enforcement agencies as well as law enforcement agencies from other states, and with Criminal Justice Training and Standards Commission. Establishes plans and procedures in an effort to meet organizational goals. Manages programs while adhering to the NC General Statutes, NC Administrative Code and Local Laws, as well as to policies and procedures. Anticipate resource needs for work planning, special details and other enforcement needs based on projections of future activity, including unprecedented activity based on changing laws or conditions outside the agency's control. Projects minimum and maximum resource needs for safe and appropriate levels of enforcement. Prioritizes future equipment needs. Determines which suggestions/requests need to be evaluated for further consideration and possible statewide adoption. Maintains knowledge of purchasing policies/procedures. Analyzes the return on investment of an expenditure. Sets long-range operational goals for district or program considering future needs. Sets goals that ensure future success, direction and improvement of district or program operations. Sets priorities to ensure improvement for the next season. Builds external customer and internal employee support of agency objectives. Works with external partners to identify common goals and negotiate resources with external law enforcement agencies to maximize outcomes. Coordinates and provides instruction in hunting safety and boating safety in accordance with agency policy and NCGS. Manages and oversees career development in district or program. Sets performance and career development goals for supervisors in work area. Evaluates, assesses and develops knowledge, skills and abilities within work area. Consistently makes appropriate decisions that further the mission, goals, policies, and procedures of the district or program. Applies significant technical knowledge to review and propose regulations changes and recommendations. Predicts how changes in regulations affect district and state operations. Considers impact of changes on other divisions in WRC. Identifies whether changes are contrary to other laws/regulations. Identifies when proposed changes are against public interest.

### Recruitment Standards

#### Knowledge, Skills, and Abilities:

- Thorough knowledge and understanding of agency and division goals and objectives.
- Thorough knowledge of concepts, practices and theories used in Wildlife Law Enforcement.
- Thorough knowledge of new or unique law enforcement equipment and its costs and benefits.
- Thorough knowledge of and skill in the use of firearms and hunting and fishing equipment.
- Thorough knowledge of court, public hearings and administrative procedures
- Thorough knowledge of NC General Statutes in which federal laws are referenced, NC Administrative Code, and local laws.
- Knowledge of leadership principles and practices.
- Ability to evaluate programs and to oversee the development and implementation of program improvements.
- Ability to formulate and implement complex policies and standard operating procedures.
- Ability to direct others' use of investigative techniques and case preparation

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.

- Ability to evaluate how supervisors assign and coordinate work.
- Ability to express thoughts, ideas, and information both orally and in writing.
- Ability to communicate through interpersonal interactions and written documentation.
- Ability to direct the work unit to effectively testify and provide evidence in court and other judicial settings.
- Ability to interact with legislative, state, and Wildlife Resources Commission officials.
- Ability to maintain effective relationships with other law enforcement organizations and members of the legal system.
- Thorough knowledge of covert investigative techniques.
- Considerable knowledge of the techniques for disseminating information to the public through a variety of news media.
- Thorough knowledge of NCCJTS standards.
- Knowledge of law enforcement telecommunications operations.

**Minimum Education and Experience:**

High school diploma or General Educational Development (GED) diploma and nine years of NC Wildlife Law Enforcement Experience, including two years supervising NC Wildlife Law Enforcement Officers or supervising complex Wildlife Law Enforcement operations, or an equivalent combination of education and experience.

**Necessary Special Qualifications:**

Certification as a NC Wildlife Law Enforcement Officer in accordance with the provisions of the North Carolina Criminal Justice Training and Standards Commission.